**Communication and Relationship Building**

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American Organization for Nursing Leadership's (AONL) competency of communication and relationship building is that relationship management, effective communication, and influencing behaviors are essential for healthcare leaders to navigate the complexities of the care continuum and achieve organizational goals. Leaders adept in relationship management cultivate alliances and partnerships across various stakeholders, managing conflicts constructively and recognizing internal and external relationships impacting departmental objectives. They interpret organizational realities to navigate changes, considering factors like labor costs and care delivery models. Effective communication is integral, as leaders communicate transparently, understand different communication styles, and adapt appropriately. They build trust by listening to staff and practicing authenticity. Lastly, leaders influence behaviors by collaborating, utilizing evidence to gain consensus, coaching staff development, and implementing policies to promote desired organizational behaviors. These competencies empower leaders to foster collaboration, drive innovation, and achieve sustainable success in healthcare delivery.

Finding a preceptor for the applied practice project was an experience that effectively used communication and relationship-building competency. Using the relationships I built throughout the program to prepare myself for finding a preceptor was helpful. I used effective communication to stay in touch with many professionals in anticipation of finding a preceptor, and even when the time came, I still found myself building relationships further to find the proper preceptor for me. I've communicated with different leaders in different organizations and built trust with these individuals by listening to them and talking about their organization and the things they wish to accomplish to better the organization. Building that trust helped me see how their influence and even my influence can influence organizational behaviors, and some behavors I did not agree with such as close relationships they held with some staff, but kept open communication to further understand different leadership styles. After continued communication with leaders who would give me different leads, I finally found my preceptor. This experience has shown me the importance of relationship-building and retaining those relationships with continuous open communication and transparency because, at any time, those relationships could help you further yourself and your ambitions.

Reference

*Nurse Executive Competencies | AHA*. (n.d.-c). AONL. https://www.aonl.org/nurse-executive-competencies